

ESSEX Sailor SMARTS & “Under My Wing” Mentoring Program

**Sailors Motivated About
Responsibility Toward Self-
Development**

Cultural Enrichment - LT Lashmet

**Spiritual Growth - Chaplains Pelikan and
Geinzer**

Finance & Investing - CWO2 Blacka

Career Development - NCC Cole

**Education and Life-long Learning - LCDR
Stubbs**

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- a. The goal of “Under My Wing” is to develop our young men and women into mature, accomplished, goal-oriented, focused and productive sailors—sailors who are mentally and physically prepared to accomplish the mission and succeed in the Navy.
- b. We expect our retention efforts to be enhanced as Sailors realize their potential.

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b. Participation in the program is voluntary. However, the CO and XO have the option of requiring participation in the program for sailors who have the potential of becoming disciplinary problems onboard ship.

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c. The Mentor and Protégé will enter into a written contract that will define desired outcomes (goals). Ideally, the relationship will continue for at least six months. A minimum of two hours of contact each week will be encouraged.

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d. In order for the program to be effective, there must be a “good fit” between Mentor and Protégé. The Protégé will have the option to “Opt Out” of the relationship and choose another mentor, if one is available, during the first 30 days of his/her participation. The Mentor will be provided constructive feedback as to why the Protégé decided to Opt Out.

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e. At the conclusion of the relationship, the Mentor and Protégé will be asked to complete a survey. Qualitative and quantitative data derived from surveys will enable the command to develop metrics that will be used to measure the effectiveness of the program over time.

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Current Active Number of Participants

Mentors: 30

Proteges: 60



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**Thank you for your
attention.**

Questions, anyone??